

## INTISARI

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, kompensasi, kesehatan dan keselamatan kerja terhadap kinerja karyawan. Populasi penelitian ini adalah karyawan PT. Azbil Berca Indonesia di Surabaya. Teknik pengambilan sampel menggunakan metode *surve*, data primer yang digunakan berasal dari jawaban responden atas kuisioner yang disebarakan pada 50 karyawan PT. Azbil Berca Indonesia sebagai responden pada penelitian ini. Metode analisis yang di gunakan metode kuantitatif, sedangkan teknik analisis yang digunakan regresi linier berganda, dan uji hipotesis parsial menggunakan uji t. Pengujian data menggunakan program alat bantu aplikasi SPSS ( *Statistical Product and Service Solutions*) versi 21.

Hasil penelitain menunjukkan bahwa variabel motivasi, kompensasi, dan kesehatan dan keselamatan kerja berpengaruh signifikan terhadap kinerja karyawan. Hasil uji t menunjukkan bahwa variabel kompensasi adalah variabel yang berpengaruh dominan terhadap kinerja karyawan pada PT. Azbil Berca Indonesia yang berada di Surabaya.

**Kata Kunci :** Motivasi, Kompensasi, kesehatan dan keselamatan kerja, kinerja karyawan

## ABSTRACT

This research is aimed to find out the influence of motivation, compensation, health and work safety to the employee performance. The population is all employees of PT. Azbil Berca Indonesia in Surabaya. The sample collection technique has been done by using survey method, the primary data has been obtained from the answers of the respondents on the questionnaires which have been issued on 50 employees PT. Azbil Berca Indonesia as the respondents in this research. The analysis method has been done by using quantitative method whereas the analysis technique has been performed by using multiple linear regressions and the partial hypothesis test has been carried out by using t test. The data examination has been carried out by using the SPSS (Statistical Product and Service Solutions) 21st version application.

The result of the research shows that the variables i.e. motivation, compensation, and health and work safety give significant influence to the employee performance. The result of the t test shows that compensation is the variable which gives dominant influence to the employee performance of PT. Azbil Berca Indonesia in Surabaya.

Keywords: Motivation, compensation, health and work safety, employee performance